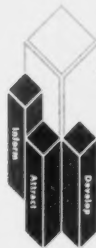


PERFORMANCE UPDATE 2009



Building and Educating Tomorrow's Workforce



Building and Educating
Tomorrow's Workforce
Alberta's 10 Year Strategy

Introduction

Building and Educating Tomorrow's Workforce (BETW) is Alberta's comprehensive labour force development strategy. The strategy supports several government-led priority actions to ensure Alberta has more workers, better trained people and innovative workplaces.

To complement the government-led priority actions in BETW, industry specific workforce strategies were also developed. These workforce strategies provide industry associations and individual employers with a framework of industry-led actions to build the labour force needed in the future.

Alberta has seen major changes since July 2006 when the Government of Alberta launched BETW. Persistent short term labour shortages and unmatched economic growth have given way to the recent world wide economic downturn to which Alberta has not been immune. Nonetheless, most of the performance measures that were set for 2009 when BETW was released have been met or surpassed. Through collaboration and intensive efforts with our public and private partners, we are committed to building on this foundation to return Alberta to economic prosperity and to develop the world-class workforce required to support continued economic growth.

BETW provides a strategic framework built around four themes: Inform, Attract, Develop and Retain. The strategy outlines the priority actions the Government of Alberta is pursuing related to these themes. The strategy will provide long term direction critical to continued economic development in the province.

This document reports on the various BETW highlights and accomplishments under each theme in 2009. Priorities for 2010 are also provided, along with an overview of the performance indicators for measuring success in meeting BETW goals.

The actions in this report show a commitment by the Alberta government towards further building and educating Alberta's workforce. Many actions are the result of coordinated efforts across government ministries. Several have received media attention and have put Alberta into the national and international spotlight. All have contributed to the health and strength of Alberta's workforce.

The BETW strategy, along with companion documents developed since its release, is available at www.employment.alberta.ca/betw.

Acronym Glossary

AAR	Alberta Aboriginal Relations	AE&I	Alberta Employment and Immigration
AAET	Alberta Advanced Education and Technology	AE	Alberta Education
AARD	Alberta Agriculture and Rural Development	AFE	Alberta Finance and Enterprise
ACCS	Alberta Culture and Community Spirit	AHW	Alberta Health and Wellness
		ASCS	Alberta Seniors and Community Supports



Inform

Goal: Albertans and stakeholders have increased access to current, accurate and relevant education, career, workplace and labour market information needed to make informed career, workplace and labour market decisions.

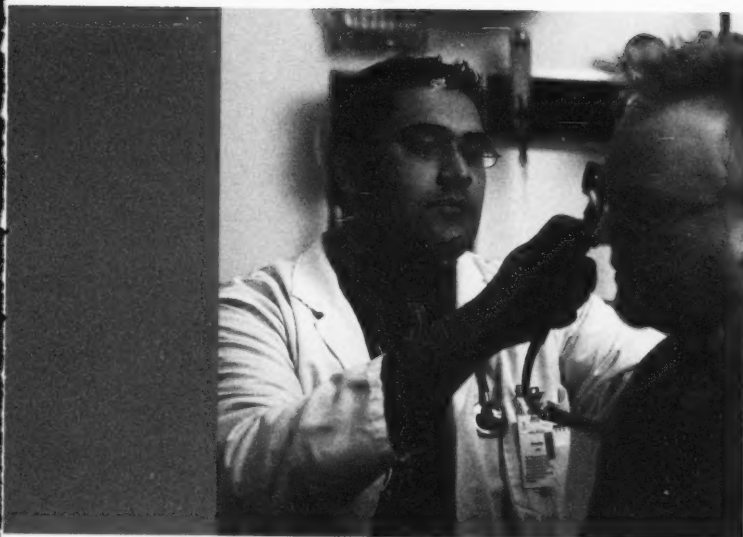
HIGHLIGHTS

- Hosted and participated in WorldSkills Calgary 2009. WorldSkills is an international not-for-profit organization with the primary mandate of engaging young workers in skilled trade and technology careers. (AAET, AE and AE&I)
- Released several labour market information documents including: The 2009 Alberta Wage and Salary Survey, 18 industry profiles, census analysis reports focused on Albertans, Aboriginal People, (on and off-reserve) and for Persons with Disabilities and the Alberta Occupational Demand and Supply Outlook, 2009-2019. (AE&I)
- Released *Connecting Learning and Work: Alberta's Commitment to Career Development* to create stronger linkages between education and work and provide more coordinated access to career and employment programs and services in an ever-changing labour market. Connecting Learning and Work demonstrates how the government is working together to support the career development of Albertans from kindergarten through grade 12, post-secondary and in the workplace. (AAET, AE and AE&I)

Actions completed:

- Continued implementation of the Learning Clicks Ambassador program resulting in more than 14,000 youth and adults receiving presentations, information and guidance to assist them with planning for post-secondary education and training (2008/09). Between September 2009 and mid-March 2010 more than 18,500 individuals received Learning Clicks presentations. (AAET)
- Continued to raise awareness about planning and transitioning to post-secondary studies by hosting 25 conferences through the province featuring exhibit booths, presentations and one-on-one meetings. (AAET)
- Developed *The Alberta Guide to Productivity* for companies outlining the importance of productivity and how some Alberta companies have applied best practices into their operations. The guide was inserted in the June issue of *Alberta Venture* and in *Alberta Oil Magazine*. (AFE)
- Administered and promoted the benefits of ACES (Alberta Centennial Education Savings Plan) grants to about 46,000 Albertans throughout the province. The savings plan was created to motivate parents to begin planning and saving for their children's post-secondary education as early as possible. (AAET)
- Released the 2009-10 *Alberta Transfer Guide* listing course and program transfer agreements between post-secondary institutions in Alberta. The On-line Transfer Guide is maintained daily and is available at www.transferralberta.ca. (AAET)
- Initiated Alberta's Short-Term Employment Forecast (STEF) Pilot Project, an evidence-based, short-term employment forecast to ensure the Alberta government is able to: (AE&I)
 - more accurately forecast Alberta's future labour shortages;
 - identify occupations under pressure; and
 - undertake adequate measures to prevent those shortages.
- Revised Career and Technology Studies (CTS) for students to experience different career paths. CTS offers all students important learning opportunities to: (Education)
 - prepare for transition into adult roles in the family, community, workplace and/or further education,
 - refine career-planning skills,
 - develop technology-related skills; and
 - enhance employability skills.

- Hosted Gathering for Success, an international symposium in partnership with Treaty 7 Management Corporation in June 2009. The symposium provided a venue for sharing information and highlighting the best practices related to Aboriginal economic development. It also provided opportunities for Aboriginal communities and Alberta businesses to build relationships and develop partnerships. Three outcomes of the symposium were the implementation of an international study tour for selected delegates, increased dialogue between Aboriginal youth and the government and the creation of a tool kit of Aboriginal economic development resources. (AAR)
- The Persons with Developmental Disabilities (PDD) program provided funding to the Alberta Council of Disability Services (ACDS) to develop a marketing and branding campaign to educate the public about disability services, build awareness with youth regarding career opportunities and raise the profile of the disability service sector. Key activities included: (ASCS)
 - the identification and implementation of strategies to position the disability service sector as a career in secondary schools by linking career videos to a career cruiser site, identifying leaders for the professional guest speaker database, building in work experience opportunities and exploring introductory Foundations in Community Disability Studies e-learning modules as potential credit courses in secondary high schools.
 - the development of marketing materials to showcase Community Disability Services as a profession with an established career path; and
 - the continued implementation of key marketing strategies such as the airing of public service announcements or radio ads to build momentum.
- Provided \$150,000 to five remote and semi-remote Aboriginal communities under the Community Liaison Office on Economic and Employment Promotion (CLOEEP) program in 2008/2009 to support the promotion of economic and employment opportunities. (AAR)
- Implemented a student population / teacher workforce forecasting model to create scenarios of future workforce demands and pressure points in the education sector. Using the data and the information provided by the model, planners are now better able to make plans to support the right people with the right skills be in the right places at the right time. (AE)
- Facilitated the development and release of *A Workforce Strategy for Alberta's Supply Chain Logistics* sector, the industry-led strategy outlines specific actions that the sector will undertake to address workforce challenges. (AE&I)
- Provide an information sharing and collaboration platform to industry associations by facilitating and hosting Industry Contributor Group (ICG) meetings. These sector specific ICG's (retail, tourism and hospitality, energy, manufacturing, construction, non-profit/voluntary, forest, and supply chain logistics) are responsible for implementing the actions in their Workforce Strategies. (AE&I)
- Hosted 46 job fairs throughout the province connecting employers with job seekers. (AE&I)



Attract

Goal: *Alberta attracts the interprovincial migrants, immigrants and temporary foreign workers necessary to address labour force needs.*

Highlights

- Nominated 9,012 people to the Alberta Immigrant Nominee Program (AINP) and issued 3,519 nomination certificates to principal applicants. (AE&I)
- Increased interest in teaching in northern Alberta through the Northern Student Teacher Bursary Program. The bursary provides financial support to post-secondary students interested in teaching in northern Alberta communities and who are in their last two years of teacher preparation studies. Participating teachers must be prepared to offer three years of service to participating school jurisdictions upon graduation. (AE)
- Co-chaired with Human Resources and Skills Development Canada, a federal, provincial and territorial working group developing a Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications. (AE&I)

Actions completed:

- The *Health Workforce Action Plan* (HWAP) included actions to attract health care workers to rural Alberta, specifically family medicine physicians. (AHW, AE&I, AAET)
- Supported the effective movement of workers to Alberta from other provinces by implementing the Labour Mobility provisions of the Agreement on Internal Trade (AIT) and the B.C./Alberta Trade Investment and Labour Mobility Agreement (TILMA). (AE&I)
- Promoted Campus Alberta in the primary markets of US, China, Hong Kong, Vietnam, Japan, and Mexico through organized missions, coordinated pavilions, marketing presentations, roundtables, and information sessions. (AAET)
- Coordinated the third year of the Collaborative Marketing for International Students (CMIS) program that enabled Campus Alberta to be promoted in emerging markets by participating institutions. (AAET)
- Organized two international recruitment missions targeting positions for primary agricultural producers and for food processing facilities. A domestic job fair pilot project focusing on agriculture producer and food processing clients was also held for landed immigrants, under-employed and under-represented candidates. (AARD)
- Provided over \$1 million through the Innovation Fund to professional regulatory organizations to increase the capacity to assess internationally-trained applicants. (AE&I)
- Prepared and posted reports regarding employment, education, and income of interprovincial and international migrants to Alberta. (AE&I)
- After pre-screening 789 candidates from the food processing sector (meat processing plants, bakeries, vegetable processors etc.), 747 candidates were eligible to apply for the Alberta Immigrant Nominee Program in the Employer Driven and Skilled Worker streams. (AARD)





Develop

Develop a High Performance Workforce

Goal: Albertans gain improved access to the education and training needed to address short-term labour market demands and build long-term capacity to respond to future opportunities and challenges.

Highlights

- Implemented the Roles and Mandates Policy Framework for publicly funded post-secondary institutions. The framework clearly defines the roles and responsibilities within Alberta's advanced education system. Publicly funded institutions are now classified according to a six sector model which indicates the types of programs offered, research activity, and learner-focus. The six sectors include: Comprehensive Academic and Research, Baccalaureate and Applied Studies, Comprehensive Community, Polytechnical, Independent Academic, and Specialized Arts and Culture (AAET)
- The First Nations, Métis, and Inuit (FNMI) Workforce Planning Initiative supports increasing Aboriginal workforce participation. The initiative is based on engagement with Aboriginal communities and shared responsibility. An MLA committee was appointed to champion engagement with First Nations and Métis leadership on a government-to-government basis. (AAR, AE&I, AAET, AE)
- Registered over 22,600 new apprentices in 2008, bringing the total number of apprentices being trained in Alberta to more than 70,000. (AAET)

Actions completed:

- More than 1,500 high school students received scholarships through the Registered Apprenticeship Program. The program provides \$1,000 to support students with in-class training at the post-secondary level. The Government of Alberta, along with industry partners, funds the scholarships awarded to high school graduates who pursue careers in the trades. (AAET)
- Funded over 16,000 full-time learners (both Employment Insurance (EI) and non EI learners), spending \$186.4 million. (AE&I)
- Initiated a five year strategic plan to provide proactive solutions to emerging demands in the education sector workforce. (AE)
- The Research and Innovation Roles and Mandates Framework was developed in consultation with Alberta's innovation system as well as provincially funded institutions. The intent is to make Alberta's innovation system less complex, more focused on strategic priorities, more consolidated and collaborative. Alberta's research and innovation system is renamed Alberta Innovates. (AAET)
- Thirty-seven communities benefitted from a \$2.1 million investment in innovative community learning and literacy programming. The project provided local access to apprenticeship and other post-secondary educational opportunities including bridging. (AAET)
- Increased student participation in study abroad initiatives and international internships through Campus Alberta Grant for International Learning (CAGFIL). The program enabled over 400 post-secondary students to participate in international learning experiences. Through agreements with the Washington Centre and the Smithsonian Institute, Alberta students also accessed internship opportunities with influential leaders in their field of expertise. (AAET)
- Partnered with industry (Husky, Encana, Petro Canada, Talisman Energy, Suncor and Statoil Hydro) to develop and deliver procurement training that enables Aboriginal entrepreneurs to take advantage of procurement opportunities in the resource sector. The training was delivered across the province and more than 150 participants received the training. (AE&I)
- Worked with 13 First Nations and Métis communities and IBM Canada to build Information and Communication Technology (ICT) capacity and identified opportunities for involvement in the knowledge economy. The partnership has expanded to include a new memorandum of agreement between Alberta and Manitoba. Signed in October 2009, this agreement examines how public policy can contribute positively to projects and initiatives assisting rural and remote communities to engage in the knowledge economy. (AAR)
- The First Nations Economic Partnerships Initiative (FNEPI) has enhanced the economic well-being of Aboriginal people by providing First Nations with the means to explore local, national, and international economic opportunities with the potential to increase Aboriginal employment and income. (AAR)
 - Sunchild E-Learning Community received \$47,500 to develop Oil & Gas Production Operator, Level 1 curriculum for online delivery to Aboriginal students.

- Alberta Research Council received \$100,000 to train and mentor Aboriginal community environmental monitors to create or enhance Aboriginal community participation in sustainable environmental land resource management.
- Under the Strategic Economic Initiatives Program, \$1.7 million in funding was committed to 21 strategic First Nations initiatives supporting sustainable economic partnerships resulting in enhanced labour force opportunities for Aboriginal Albertans.
- Under the *Health Workforce Action Plan* (HWAP) funding was provided to the Rural Integrated Community Clerkship Program at the University of Alberta and University of Calgary medical schools. This pilot program, now in its second year, supported 49 third-year medical students through their eight-month clerkship requirement in various rural communities. (AHW, AE&I, AAET)
- Launched *Living Literacy: A Literacy Framework for Alberta's Next Generation Economy*. The framework includes priority actions to increase the literacy skills of Albertans to ensure a skilled workforce able to contribute to a knowledge driven future. (AAET, AE, AE&I)

Develop High Performance Work Environments

Goal: *Alberta adopts all the characteristics of a high performance economy, such as improved workplaces and working arrangements, increased capital investment, technology adoption, and production process improvements.*

Highlights

- To provide companies with easier access to existing productivity tools and programs, three on-line Productivity Alberta Inventories were developed on; Productivity Products and Services, Financial Programs and, Continuing Education Programs. (AFE)
- Provided 64 workshops through the Alberta Human Rights Commission on building inclusive and respectful workplaces consistent with Alberta's human rights legislation. (ACCS)
- Under the *Health Workforce Action Plan* (HWAP), engaged in four process improvement projects at two hospitals in Edmonton. By applying lean process principles, significant savings of time and anticipated savings of costs were achieved through these innovative projects enabling hospital staff to increase operational productivity and efficiency. (AFE, AHW, AE&I, AAET)

Actions completed:

- *Work Safe Alberta*, released a social marketing campaign “Bloody Lucky” to educate young workers that accidents can be only moments away. The campaign is part of *Work Safe Alberta*’s mandate to ensure that Albertans have fair, safe, healthy and productive workplaces. (AE&I)
- Prepared and posted *Occupational Injuries and Diseases in Alberta*, and eight sector reports regarding the occupational health and safety performance of Alberta industries and workplaces. (AE&I)
- Held 19 Lean 101 Training Workshops for 422 participants to provide a hands-on approach to lean principles and how it improves productivity. (AFE)
- Conducted 45 on-site Lean manufacturing assessments. (AFE)
- Provided a 50 per cent discount to financially strapped companies to enable them to attend the Measure Up for Success 2009 Lean Conference in Calgary where 400 participants networked and learned more about the importance and impact of Lean practices. (AFE, AARD)
- Developed educational materials to support employers, such as the *Drug and Alcohol Dependencies in Alberta Workplaces* information sheet and an interpretive bulletin and three plain language information sheets on obtaining and responding to medical information in the workplace. (ACCS)
- Twenty-five agri-processing companies underwent assessments for automation, process improvement or Lean manufacturing. Several continued with in-depth automation/process improvement assessments and undertook three months of Lean coaching. Program focus was to increase worker productivity. (AARD)
- Delivered a lean manufacturing best practices tour for participants from agri-processing companies. The tour was developed in partnership with Edmonton Economic Development Corporation and Calgary Economic Development. (AARD)
- Facilitated supply chain development in Alberta. For example: (AFE)
 - Conducted an Alliance Building Workshop to demonstrate to industry, through simulations and workshops, how increased collaboration, communication and transparency within the supply chain increases productivity and competitiveness.
 - In partnership with oil and gas, manufacturing, and construction firms, conducted the Supply Chain Training Program to assist suppliers in becoming more attractive both in the global marketplace and as preferred suppliers to Alberta’s oil and gas industry.
 - Supported Alberta’s 2009 National Buyer/Seller Forum. Celebrating its ninth year, this forum continues as Canada’s premier oil sands supply chain development conference.



Results

Going forward, the Lethbridge/West Mature Worker Initiative will continue to work with the community to ensure that seniors are well-served and supported.

Highlights

- Hosted a “2 Young 2 Retire” seminar drawing 400 local employers to support the Lethbridge/West Mature Worker Initiative. (AE&I)
- The Demographic Planning Commission provided analysis and proposals to prepare for the needs of an aging population and ensure facilities and supports are available to seniors. The *Demographic Planning Commission Findings Report* has been released. (ASCS)

Actions completed:

- A cross-ministry marketing and recruitment plan to attract and retain international students, especially at the graduate level was developed. (AAET, AE, AE&I)
- In collaboration with post-secondary institutions and Citizenship and Immigration Canada, supported the participation of international students in Alberta's labour market by managing and compiling the Off-Campus Work Permit Program for International Students. (AE&I, AAET)
- Continued to support development of English in the workplace, occupation-specific language training projects, and expanded language assessment services in Alberta. (AE&I)
- Delivered training in a Leadership and Cultural Competency Pilot Project for mid level managers in food processing companies addressing issues of leadership in a culturally diverse workplace. (AARD)
- Provided settlement services to immigrants in several Alberta communities. Settlement services help newcomers to Alberta adjust to their new life and can increase their likelihood of staying in the province. (AE&I)
- Continued to support community organizations and public institutions through the Human Rights Education and Multiculturalism Fund in the development of educational initiatives that help foster equality and fairness and encourage the inclusion of all Albertans. Over \$1.35 million was awarded in grants in 2009 to reduce racism and discrimination in communities, organizations, municipalities and workplaces. (ACCS)
- Provided opportunities to Alberta Council of Disability Services staff to take on the role of acting public guardian to develop leadership skills and gain experience in this role as a method of succession planning and to encourage in-house skill development. (ASCS)



Future Priorities and Actions

Inform

- Develop a Graduate Studies Information Portal (website) providing Albertans with easy access to information on graduate studies programs within Alberta.
- Expand the Learning Clicks program, including updates to core materials such as the Learning Clicks CD ROM. More than 900 Learning Clicks presentations are anticipated to take place each year, as well as exhibiting at conferences, providing presentations and materials, and meeting with clients individually.
- Enhance the Alberta Learning Information Service (ALIS) by adding an on-line career planning tool. It will create a graphic representation of the career planning process, develop a user login feature, portfolio and career planning inventories, provide user instructions and help create and implement a needs assessment tool, and analyze the logic for the connection from self-assessment to occupational options.
- Support and inform young Aboriginal entrepreneurs by communicating with them directly, developing an Aboriginal youth entrepreneur strategy with business organizations, facilitating the development of a young Aboriginal business mentorship network, and delivering workshops about emerging economic development opportunities.
- Establish a Prior Learning Assessment Recognition (PLAR) Stakeholder Committee to support the implementation of a PLAR Action Plan. PLAR will lead to increased professional development opportunities in the province by increasing the recognition of past education and training of new Albertans.
- The Alberta Council on Admissions and Transfer will support enhanced opportunities for post-secondary applicants in the province.
- The Short-Term Employment Forecasting (STEF) Pilot Project, will identify potential imbalances in the labour market in the near future, and support short-term planning for the Alberta government, and the public.

Attract

- Develop an International Education Framework in response the growing importance of international education activities in the post-secondary system. The framework addresses the need for strategic alignment of objectives and a more coordinated approach to better leverage market opportunities for the system as a whole.
- The Immigrate to Alberta (I2A) Information Service will continue to provide consistent, useful information to foreign nationals and Alberta employers.
- Continue to implement the Foreign Qualification Recognition (FQR) Action Plan, including new and innovative projects that contribute to the implementation of the plan.

- Continue to implement the PLAR action plan with the goal of increasing access to the advanced education system by increasing awareness, developing quality assurance and increasing capacity for PLAR.
- Continue to work with Alberta employers to identify occupations in global demand. For example:
 - Conduct research on Physician Post-Graduate education programs in Pakistan, Egypt and Germany to compare to Alberta qualifications.
 - Continue to focus on the U.K. and U.S. for skilled trades occupations.
 - Complete 30 more professional accreditation fact sheets for selected regulated occupations.

Develop

- Implementation of the *Alberta Competitiveness Act (Bill 1)* will lay the groundwork for Alberta to be among the most competitive jurisdictions in the world through enhanced government partnerships with industry, business, and Albertans.
- Continue to assist employers with education and awareness on productivity through Productivity Alberta, by connecting them to programs, tools and services.
 - An online Productivity Assessment Tool will be finalized to help companies identify their strengths and weaknesses in the three main categories of leadership, innovation and operations.
- Review the Alberta Student Financial Assistance Program, including loans, grants, and debt management tools to ensure they are meeting the needs of Alberta learners.
- Continue to work with the Alberta Apprenticeship and Industry Training Board and industry to encourage employers to hire and train apprentices.
- Review and respond to the FNMI Workforce Planning Initiative's MLA Committee final report.
- Deliver a pilot project for the agri-processing industry combining Lean manufacturing principles and reducing environmental impacts.

Retain

- Implement Integrated Services Program review recommendations to help plan and shape the future direction of settlement services in Alberta.
- Information from the *Demographic Planning Commission Findings Report* will be combined with research and cross-ministry input to develop an Aging Population Policy Framework to guide future government decisions related to seniors.
- Release and implement the actions from the Mature Worker Action Plan, aimed at increasing the participation of mature workers in the workforce.



Performance Measures

Monitoring the success and progress of BETW is an important aspect of the strategy. The three tables below (performance measures, additional stats, and forecasts) identify performance indicators associated with BETW. These measures along with key assumptions about Alberta's labour force, enable us to analyze and predict labour force trends. The tables provide baseline data from when BETW was released in 2006, as well as projections and targets that were forecasted for 2009 at the time of BETW's release. The current data is sourced largely from 2009 and therefore provides an interesting comparison to what we were projecting in 2006. The tables also provide forecasts from GOA Ministry Business Plans for the next fiscal year (2010/2011), as well as projections and targets for 2016 (the 10-year anniversary of BETW's release). It is important to note that just as the actions in BETW have been affected by external factors such as the economic downturn, so too have the performance results.

Key Assumptions:

The following key assumptions underpin BETW:

- Alberta's economy will continue to grow.
- Effective labour force planning will continue to shape Alberta's workforce and economic prosperity, often through challenging and changing conditions.
- Alberta's labour force is aging, and population growth will be increasingly dependent on migration.

- There are limits to which under-represented groups can increase the total labour force supply.
- Long-term labour and skill shortages are expected to persist.
- There is a need for increased productivity to enhance Alberta's competitiveness and overall prosperity.
- The majority of new jobs will require some level of post-secondary education.
- Alberta is increasingly becoming a knowledge-based economy and the labour force development strategy must not only focus on Alberta's current needs, but future needs.

In reviewing the assumptions and progress to date, particularly where we are now to where we thought we would be when BETW was released, some interesting analysis can be provided.

To remain competitive, many employers are making changes to increase their productivity, increasing automation and making process changes. Our productivity will only increase as we implement the *Alberta Competitiveness Act (Bill 1)*. The result is that Alberta's productivity, as measured by real GDP per hour worked, continues to be the highest among the provinces and has seen a sharp increase since 2006.

Skills gained through education will be increasingly critical to our future workforce. By looking at the data we see that high school completion rates have shown improvement and enrolments in apprenticeship programs have increased dramatically.

Despite falling just short of the original target for Aboriginal off-reserve labour force, under-represented groups such as First Nations, Métis and Inuit are an increasingly visible part of Alberta's labour force and Alberta's overall population. With long-term labour and skill shortages forecasted, Alberta must continue to look at utilizing this and other under-represented groups.

When looking at migration, there is a discrepancy between what we were predicting for 2009 and what occurred. The data shows that we forecasted 30,000 net interprovincial migrants; however, in 2009 we only received 6,566. This is primarily due to the economic slowdown.

The immigration numbers did slightly surpass the 25,000 target, as we welcomed over 27,000 immigrants to Alberta in 2009. The TFW numbers are also close to what was projected; however, the raw numbers do not show the significant spike and decline that Alberta witnessed in the interim between 2006 and 2009, culminating with Alberta receiving nearly 40,000 TFW's in 2008.

While the migration and immigration numbers will always be subject to the cyclical nature of the economy and labour force, both will continue to be an important source of labour, particularly as the population ages.

By continuing to set and achieve aggressive workforce and education goals, Alberta is showing its commitment to building a strong, highly educated, world class workforce that will propel the province into economic recovery.

Table 1 – BETW Performance Measures

Outcomes	Indicators	Baseline Data BETW Released 2006	2009 Target (from 2006 BETW Release)	Current Status	2010/2011 GOA Business Plan Targets	2016 Target
Improved supply of appropriately skilled, knowledgeable workers in the province	Employment	1,880,000	2,051,000 ⁱ	2,138,000 ⁱⁱ (Dec. 2009)	2,003,000	Alberta has among the highest levels of employment growth in the country
	International immigrants arriving in Alberta	19,330 ⁱⁱⁱ 7.4% of total immigration to Canada	24,000	27,004 ^{iv} (2009)	25,000	10% of total immigration to Canada
Highly skilled, educated and innovative people	High school completion rate within 5 years of entering Grade 10	75% ^v	77%	79.2% ^{vi} (2008)	80% ^{vii}	90%
	Albertans aged 25-64 that have completed post-secondary education	58% ^{viii}	59%	60% ^{ix} (2008)	No targets are currently set, but the GoA continues to monitor this statistic	
High performance work environments that can make maximum use of innovation and technology	Labour productivity (real GDP per hour worked)	\$40.55 Alberta was ranked #1 of all provinces	Alberta's labour productivity will continue to be the highest in the country	\$47.79 (2008) Alberta was ranked #1 of all provinces	Alberta's labour productivity will continue to be the highest in the country	

Supplemental information

Additional statistics

	Baseline Data BETW Released 2006	2009 Target (from 2006 BETW Release)	Current Status	2010/2011 GOA Business Plan Targets	2016 Target
Number of new apprentices (5 year average)	13,886	18,000	19,986 (2008)	20,000	Alberta will have sufficient new apprentices to meet the on-going needs of industry

Forecasts – Some potential labour force pools

	Baseline Data 2006	2009 Target (from 2006 BETW Release)	Current Status	2010/2011 GOA Business Plan Targets	2010 Forecast
Aboriginal off-reserve labour force	65,500 ^x	76,000	72,600 ^{xi} (2009)	Highest Labour Force Participation Rate in Canada	Highest Labour Force Participation Rate in Canada
Net interprovincial migration	41,707	30,000	6,566 (2009)	15,000	Top 3 in Canada
Federal Temporary Foreign Worker Program	22,454 ^{xii}	25,000	26,614 (2009)	Not forecasted	Not forecasted

Conclusion

Although recent signs of economic activity, particularly in the oil sands regions, are encouraging, Alberta has not been immune to the recent world-wide economic downturn. Companies have been forced to lay off employees to cut costs, while others have reluctantly reduced hours or wages to make ends meet. Labour force initiatives in 2007 and 2008 that were focused solely on filling immediate labour shortages have been re-evaluated.

What should not be re-evaluated however is the need for long term labour force planning. The economy will recover and Alberta will require a smart, educated, and mobile workforce to meet its needs. The demographic picture is also clear. Baby boomers have already started to leave the workforce and will continue to do so. Knowledge transfer and mentorship training will play an important part in keeping Alberta's economy on the cutting edge.

It is important that government and all stakeholders continue to work together and share information. There is a need for best practices and information to be shared across all sectors in the economy. By taking action collectively, Alberta and its partners can lead the way in developing a workforce that will ensure Alberta's future prosperity.



Endnotes

- ⁱ As of Dec. 2009 (Stats Canada Labour Force Survey)
- ⁱⁱ Alberta Finance and Enterprise
- ⁱⁱⁱ Citizenship and Immigration Canada. (Revised)
- ^{iv} Citizenship and Immigration Canada. (Preliminary Data)
- ^v Alberta Education
- ^{vi} Alberta Education
- ^{vii} Alberta Education
- ^{viii} Alberta Advanced Education and Technology (Stats Canada Labour Force Survey)
- ^{ix} Alberta Advanced Education and Technology (Stats Canada Labour Force Survey)
- ^x Labour Force Survey, Statistics Canada
- ^{xi} Labour Force Survey, Statistics Canada
- ^{xii} Alberta Employment and Immigration

